	Application No.	Applicant(s)	
Notice of Allowability	09/895,883	CALDERARO ET AL.	
	Examiner	Art Unit	
	Johnna R. Loftis	3623	

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address--

All claims being allowable, PROSECUTION ON THE MERITS IS (OR REMAINS) CLOSED in this application. If not included herewith (or previously mailed), a Notice of Allowance (PTOL-85) or other appropriate communication will be mailed in due course. **THIS NOTICE OF ALLOWABILITY IS NOT A GRANT OF PATENT RIGHTS.** This application is subject to withdrawal from issue at the initiative of the Office or upon petition by the applicant. See 37 CFR 1.313 and MPEP 1308.

1. ☒ This communication is responsive to *the amendment filed 9/22/05*.

2. ☒ The allowed claim(s) is/are *1-3,5-10,12-16 and 18-20*.

3. ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).

   a) ☐ All   b) ☐ Some*   c) ☐ None   of the:

   1. ☐ Certified copies of the priority documents have been received.

   2. ☐ Certified copies of the priority documents have been received in Application No. _____ .

   3. ☐ Copies of the certified copies of the priority documents have been received in this national stage application from the International Bureau (PCT Rule 17.2(a)).

   * Certified copies not received: _____ .

Applicant has THREE MONTHS FROM THE "MAILING DATE" of this communication to file a reply complying with the requirements noted below. Failure to timely comply will result in ABANDONMENT of this application.
THIS THREE-MONTH PERIOD IS NOT EXTENDABLE.

4. ☐ A SUBSTITUTE OATH OR DECLARATION must be submitted. Note the attached EXAMINER'S AMENDMENT or NOTICE OF INFORMAL PATENT APPLICATION (PTO-152) which gives reason(s) why the oath or declaration is deficient.

5. ☒ CORRECTED DRAWINGS (as "replacement sheets") must be submitted.

   (a) ☒ including changes required by the Notice of Draftsperson's Patent Drawing Review (PTO-948) attached

      1) ☒ hereto or 2) ☐ to Paper No./Mail Date _____ .

   (b) ☐ including changes required by the attached Examiner's Amendment / Comment or in the Office action of
      Paper No./Mail Date _____ .

   Identifying indicia such as the application number (see 37 CFR 1.84(c)) should be written on the drawings in the front (not the back) of each sheet. Replacement sheet(s) should be labeled as such in the header according to 37 CFR 1.121(d).

6. ☐ DEPOSIT OF and/or INFORMATION about the deposit of BIOLOGICAL MATERIAL must be submitted. Note the attached Examiner's comment regarding REQUIREMENT FOR THE DEPOSIT OF BIOLOGICAL MATERIAL.

Attachment(s)

1. ☒ Notice of References Cited (PTO-892)

2. ☒ Notice of Draftperson's Patent Drawing Review (PTO-948)

3. ☒ Information Disclosure Statements (PTO-1449 or PTO/SB/08), Paper No./Mail Date *8/15/05, 10/17/05*

4. ☐ Examiner's Comment Regarding Requirement for Deposit of Biological Material

5. ☐ Notice of Informal Patent Application (PTO-152)

6. ☒ Interview Summary (PTO-413), Paper No./Mail Date *12082005* .

7. ☒ Examiner's Amendment/Comment

8. ☒ Examiner's Statement of Reasons for Allowance

9. ☐ Other _____ .

TARIQ R. HAFIZ
SUPERVISORY PATENT EXAMINER
TECHNOLOGY CENTER 3600

U.S. Patent and Trademark Office

PTOL-37 (Rev. 7-05)   **Notice of Allowability**   Part of Paper No./Mail Date 12082005

EXAMINER'S AMENDMENT

1.   An examiner's amendment to the record appears below. Should the changes and/or

additions be unacceptable to applicant, an amendment may be filed as provided by 37 CFR

1.312. To ensure consideration of such an amendment, it MUST be submitted no later than the

payment of the issue fee.

Authorization for this examiner's amendment was given in a telephone interview with

Leslie Van Leeuwen on December 7, 2005.

The application has been amended as follows:

1.   (Currently Amended) A computer-implemented method for managing an employee by a

plurality of managers, said method comprising:

receiving, over a network, evaluation data pertaining to the employee from each of the

managers, wherein the employee has performed work for each of the managers

during an evaluation period;

identifying an allocation percentage for each of the managers, the allocation percentage

indicating an allocation of the employee to the manager;

calculating, by a computer system attached to the network, a combined evaluation for the

employee from the received evaluation data, wherein calculating the combined

evaluation includes weighting the evaluation data received from each manager

with the allocation percentage corresponding to each manager, and using the

weighted evaluation data to calculate the combined evaluation data;

receiving, over the network, planning factors data pertaining to the employee from each

of the managers, wherein the planning factors data includes one or more planning

factors selected from a group of planning factors to create a customized set of

planning factors for the employee;

calculating, by the computer system attached to the network, a combined planning factors

for the employee from the received planning factors data, wherein calculating the

combined planning factors includes weighting the planning factors data received

from each manager with the allocation percentage corresponding to each

manager, and using the weighted planning factors to calculate the combined

planning factors; and

storing the combined evaluation and the combined planning factors in an employee

profile data area corresponding to the employee, wherein the employee profile

data is used for matrix management.

2.   (Previously Amended) The computer-implemented method as described in claim 1

further comprising:

storing the evaluation data and the planning factors data in the employee profile data

area.

3.   (Previously Amended) The computer-implemented method as described in claim 1

wherein at least one of the planning factors is selected from the group consisting of salary

planning data, stock option planning data, award planning data, and promotion planning

data.

4.   (Cancelled)

5.   (Previously Amended) The computer-implemented method as described in claim 1

further comprising:

displaying the planning factors data provided by each of the managers on a plurality of

display devices, wherein each display device corresponds to one of the managers;

receiving comments corresponding to the displayed planning factors data from at least

one of the managers;

receiving a revision request from one of the managers corresponding to the planning

factors data;

revising the planning factors data in response to the revision request; and

storing the revised planning factors data in the employee profile data area.

6.   (Previously Amended) The computer-implemented method as described in claim 5
further comprising:

recalculating the combined planning factors data in response to the revisions; and

dynamically displaying the revised planning factors data on each of the display devices.

7.   (Previously Amended) The computer-implemented method as described in claim 1
further comprising:

displaying the evaluation data provided by each of the managers on a plurality of display
devices, wherein each display device corresponds to one of the managers;

receiving comments corresponding to the displayed evaluation data from at least one of
the managers;

receiving a revision request from one of the managers corresponding to the evaluation
data;

revising the evaluation data in response to the revision request; and

storing the revised evaluation data in the employee profile data area.

8.   (Currently Amended) An information handling system comprising:

one or more processors;

a memory accessible by the processors;

one or more nonvolatile storage devices accessible by the processors; and

a matrix management tool to manage an employee by a plurality of managers, the matrix
management tool including:

means for receiving evaluation data pertaining to the employee from each of the
managers, wherein the employee has performed work for each of the
managers during an evaluation period;

means for identifying an allocation percentage for each of the managers, the
allocation percentage indicating an allocation of the employee to the
manager;

means for calculating a combined evaluation for the employee from the received
evaluation data, wherein the means for calculating the combined
evaluation includes means for weighting the evaluation data received from
each manager with the allocation percentage corresponding to each
manager, and means for using the weighted evaluation data to calculate
the combined evaluation data;

means for receiving planning factors data pertaining to the employee from each of
the managers, wherein the planning factors data includes one or more
planning factors selected from a group of planning factors to create a
customized set of planning factors for the employee;

means for calculating a combined planning factors for the employee from the
received planning factors data, wherein the means for calculating the
combined planning factors includes means for weighting the planning
factors data received from each manager with the allocation percentage
corresponding to each manager, and means for using the weighted
planning factors to calculate the combined planning factors; and

means for storing the combined evaluation and the combined planning factors in
an employee profile data area corresponding to the employee, wherein the
employee profile data is used for matrix management..

9.   (Original) The information handling system as described in claim 8 further comprising:
means for storing the evaluation data and the planning factors data in the employee
profile data area.

10.   (Original) The information handling system as described in claim 8 wherein at least one
of the planning factors is selected from the group consisting of salary planning data, stock
option planning data, award planning data, and promotion planning data.

11.   (Cancelled)

12.   (Original) The information handling system as described in claim 8 further comprising:

means for displaying the planning factors data provided by each of the managers on a
plurality of display devices, wherein each display device corresponds to one of
the managers;

means for receiving comments corresponding to the displayed planning factors data from
at least one of the managers;

means for receiving a revision request from one of the managers corresponding to the
planning factors data;

means for revising the planning factors data in response to the revision request; and

means for storing the revised planning factors data in the employee profile data area.

13. (Original) The information handling system as described in claim 8 further comprising:

means for displaying the evaluation data provided by each of the managers on a plurality
of display devices, wherein each display device corresponds to one of the
managers;

means for receiving comments corresponding to the displayed evaluation data from at
least one of the managers;

means for receiving a revision request from one of the managers corresponding to the
evaluation data;

means for revising the evaluation data in response to the revision request; and

means for storing the revised evaluation data in the employee profile data area.

14. (Currently Amended) A computer program product stored in a computer operable media,
the computer operable media containing instructions for execution by a computer, which,
when executed by the computer, cause the computer to implement a method for
managing an employee by a plurality of managers, said method comprising:

receiving evaluation data pertaining to the employee from each of the managers, wherein
the employee has performed work for each of the managers during an evaluation
period;

identifying an allocation percentage for each of the managers, the allocation percentage
indicating an allocation of the employee to the manager;

calculating a combined evaluation for the employee from the received evaluation data,
   wherein calculating the combined evaluation includes weighting the evaluation
   data received from each manager with the allocation percentage corresponding to
   each manager, and using the weighted evaluation data to calculate the combined
   evaluation data;

receiving planning factors data pertaining to the employee from each of the managers,
   wherein the planning factors data includes one or more planning factors selected
   from a group of planning factors to create a customized set of planning factors for
   the employee;

calculating a combined planning factors for the employee from the received planning
   factors data, wherein calculating the combined planning factors includes
   weighting the planning factors data received from each manager with the
   allocation percentage corresponding to each manager, and using the weighted
   planning factors to calculate the combined planning factors; and

storing the combined evaluation and the combined planning factors in an employee
   profile data area corresponding to the employee, wherein the employee profile
   data is used for matrix management.

15.   (Previously Amended) The computer program product as described in claim 14 wherein
       the method further comprises:
       storing the evaluation data and the planning factors data in the employee profile data
           area.

16.   (Original) The computer program product as described in claim 14 wherein at least one of
       the planning factors is selected from the group consisting of salary planning data, stock
       option planning data, award planning data, and promotion planning data.

17.   (Cancelled)

18.   (Previously Amended) The computer program product as described in claim 14 wherein
       the method further comprises:

displaying the planning factors data provided by each of the managers on a plurality of

   display devices, wherein each display device corresponds to one of the managers;

receiving comments corresponding to the displayed planning factors data from at least

   one of the managers;

receiving a revision request from one of the managers corresponding to the planning

   factors data;

revising the planning factors data in response to the revision request; and

storing the revised planning factors data in the employee profile data area.

19.   (Previously Amended) The computer program product as described in claim 18 wherein

the method further comprises:

recalculating the combined planning factors data in response to the revisions; and

dynamically displaying the revised planning factors data on each of the display devices.

20.   (Previously Amended) The computer program product as described in claim 14 wherein

the method further comprises:

displaying the evaluation data provided by each of the managers on a plurality of display

   devices, wherein each display device corresponds to one of the managers;

receiving comments corresponding to the displayed evaluation data from at least one of

   the managers;

receiving a revision request from one of the managers corresponding to the evaluation

   data;

revising the evaluation data in response to the revision request; and

storing the revised evaluation data in the employee profile data area.

2.   The following is an examiner's statement of reasons for allowance: The cited prior art

taken alone or in combination fails to teach the claimed invention set forth in claims 1-3, 5-10,

12-16 and 18-20. Specifically, the invention set forth in the claims is directed to calculating

combined planning factors and combined evaluation data. The combined evaluation data is

based on evaluation data pertaining to an employee who has performed work for more than one manager during an evaluation period that is weighted by an allocation percentage that indicates an allocation of the employee to the manager. The combined planning factors data is based on planning factor data pertaining to an employee who has performed work for more than one manager during an evaluation period that is weighted by an allocation percentage that indicates an allocation of the employee to the manager, wherein each manager selects one or more planning factors to create a customized set of planning factors for the employee. The closest prior art, Paizis, US Patent Number 6,338,042, teaches using employee evaluation data along with target pay levels from the managers to evaluate pay raises. Paizis, however, fails to teach weighting the evaluation and target pay level data (considered planning factor data) by an allocation percentage that represents the allocation of the employee to the manager during the evaluation period. Paizis also fails to teach each manager inputting his or her own customized planning factor data for each employee.

Any comments considered necessary by applicant must be submitted no later than the payment of the issue fee and, to avoid processing delays, should preferably accompany the issue fee. Such submissions should be clearly labeled "Comments on Statement of Reasons for Allowance."

3.   The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

Dirksen et al, US 6,853,975 – method of rating employee performance

Powers et al, US 6,604,084 – system and method for generating an evaluation in a

performance evaluation system

Ivanov, US 5,706,452 – method and apparatus for structuring and managing the

participatory evaluation of documents by a plurality of reviewers

P&Q Review – Productivity and Quality Performance Evaluation

4.   Any inquiry concerning this communication or earlier communications from the

examiner should be directed to Johnna R. Loftis whose telephone number is 571-272-6736. The

examiner can normally be reached on M-F 8am-4:30pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's

supervisor, Tariq Hafiz can be reached on 571-272-6729. The fax phone number for the

organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent

Application Information Retrieval (PAIR) system. Status information for published applications

may be obtained from either Private PAIR or Public PAIR. Status information for unpublished

applications is available through Private PAIR only. For more information about the PAIR

system, see http://pair-direct.uspto.gov. Should you have questions on access to the Private PAIR

system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free).

JL
12/8/05

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